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OAKLAND

2014 OCT 15 PM 3:26

AGENDA REPORT

TO: HENRY L. GARDNER
INTERIM CITY ADMINISTRATOR

FROM: Sean Whent

SUBJECT: Monthly Police Staffing Report

DATE: October 1, 2014

City Administrator
Approval

Date

10-7-14

COUNCIL DISTRICT: City-wide

RECOMMENDATION

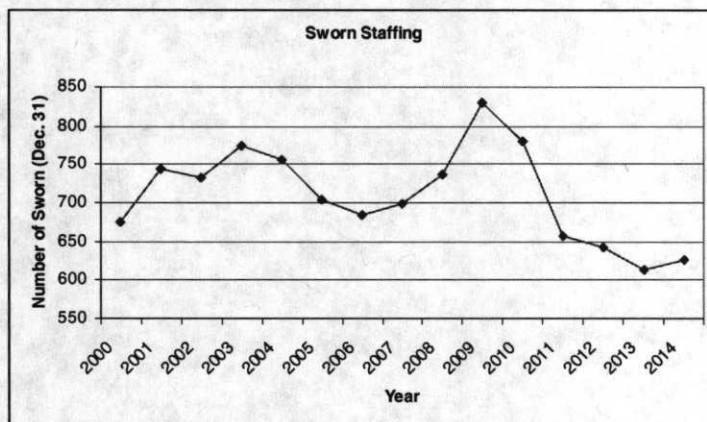
Staff requests the City Council accept the Oakland Police Department's (OPD) report on recruiting and sworn staffing levels as of September 30, 2014.

EXECUTIVE SUMMARY

The information in this report reflects changes to OPD's sworn staffing levels through September 30, 2014.

ANALYSIS

Figure 1: Sworn staffing levels, since 2000:



Annual January Sworn Staffing Figures	
Year	Sworn Staffing
2000	675
2001	743
2002	732
2003	775
2004	756
2005	704
2006	683
2007	699
2008	736
2009	830
2010	780
2011	656
2012	642
2013	613
2014	626

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- As of September 30, 2014 sworn staffing is at 684 officers.
- Alameda County Sheriff's Office Academy (ACSO) started March 17, 2014 with 23 Police Officer Trainees (POTs). On September 22, 2014 13 graduated from the academy and entered the Transitional Course with an additional 7 Lateral/Post Academy Graduate (PAG) new hires.
- The 170th Police Academy started April 28, 2014 with 57 POTs. Currently, 41 POTs are in the academy. Graduation date is October 31, 2014.
- The 171st Police Academy started on September 29, 2014 with 60 POTs. Graduation date is April 3, 2015.

Per the Fiscal Years (FY) 2013 – 2015 police budget, OPD's FY14 –15 authorized sworn strength is 707 officers. This total included 25 officers from the 2011 COPS Hiring Grant from the Department of Justice (DOJ), 10 officers from the 2013 DOJ/COPS Hiring Grant and approximately 63 officers associated with Measure Y.

Special emphasis has been placed on attracting and hiring Oakland residents. Currently, 52 sworn members and 22 POTs are Oakland residents. Figure 2 shows that most officers live outside of Oakland, and even outside of Alameda County. Only 8% of current sworn members are City of Oakland residents; the chart depicts where the balance reside.

OPD Hiring / Full Police Staffing Plan

OPD is on target to reach full budgeted strength for sworn officers in October 2014. However, continuing attrition, at a rate of 6 per month, will immediately begin to reduce the staffing level and by January 2015 OPD will again drop below full police staffing levels. With the 171st academy graduating in April 2015, staffing levels will be above the budgeted staffing level, but without additional planned academies, OPD will drop below the authorized staffing level by July 2015.

To address the sworn staffing levels, the following actions are proposed:

- Fund the 173rd Academy to start November 30, 2015.
- Budget for two (2) 60 member academies each fiscal year.

Figures and Tables

Figures 2 and 3, and Tables 1 through 11, appended to this report, show historical, current, and projected staffing data as detailed below:

- Figure 2 - Current residency status of sworn members.
- Figure 3 - Current OPD demographics compared to the 2010 United States Consensus.
- Table 1 - Attrition for POT candidates living in the City of Oakland.
- Table 2 - Current Recruitment Strategies – Outreach/Media Activity.
- Table 3 - Staff funding sources for sworn and civilian positions for FY 2014-15.
- Table 4 - Budget authorized positions for sworn and non-sworn: Over 80 budgeted authorized positions are vacant.
- Table 5 - Sworn staffing by year from FY10–11 through FY15–16.
- Table 6 & 6(a) - Sworn attrition data from September 2012 through September 2014 and sworn attrition analysis for 2014. OPD is on target to reach and exceed full staffing, as projected, in October 2014.
- Table 7 - Demographic information for the previous five academies (the 166th, 167th, 168th, 169th, ACSO, 170th, 171st and two lateral transitional course). This information, requested by the Public Safety Committee, includes gender, other languages spoken, and whether the trainee is an Oakland resident.
- Table 8(a) & 8(b) - Recruitment information regarding each phase of the hiring process for the 166th, 167th, 168th, 169th, 170th and 171st academies and the two lateral courses. The numbers show how many applications were received and how many applicants attended and moved on to the next phase (requested by the Public Safety Committee).
- Table 9 – Patrol area data showing the number of officers assigned to each of the five police areas in the Patrol Division, as well as how the division is split into the three shifts.
- Table 10 - Field training data for the 169th academy graduates, currently in Field Training.
- Table 11 - Vacancy report for civilian positions in OPD. The chart identifies the title of the positions that are open, the number of vacancies, the number of authorized positions, and where OPD is in the hiring process for each position for the 57 civilian vacancies (as of September 30, 2014).

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PUBLIC OUTREACH / INTEREST

The Department continues to actively recruit candidates for the positions of police officer trainee and lateral / post-academy graduate police officer.

Recruitment efforts focus on selective language candidates throughout the testing and selection process. OPD is working with community leaders and local schools and colleges to improve community involvement and to increase the number of Oakland residents applying for jobs with OPD.

Recruiting Strategies

Current recruitment efforts target diverse, qualified candidates with an emphasis on Oakland residency, diversity and Equal Access Ordinance standards.

In addition to the strategies outlined above, staff continues to host community partnership meetings in an effort to solicit feedback on current outreach strategies and to encourage recommendations. Staff has met with several community organizations and has received positive feedback and useful input on recruiting efforts. Staff is working with community organizations to plan hiring workshops, to be held at various community organization offices, throughout the City.

The Recruiting and Backgrounds staff attended or conducted the events listed below during the month of September 2014:

- Written Test Workshop (Shiloh Baptist Church, 3295 School Street, Oakland)
(Attendees: 20 in September)
- Allen Temple Community Job Fair (Allen Temple Baptist Church, 8501 International Boulevard, Oakland) (40 attendees, approximately 20 expressed an interest in Law Enforcement)
- Dia de las Americanos (Fruitvale BART Parking Lot, Fruitvale & East 12th Street, Oakland) (Approx. 400 attendees, approximately 6 expressed an interest in Law Enforcement)
- Black Eyed Pea Festival (Mosswood Park, West MacArthur & Broadway, Oakland)
(Approx. 50 attendees, no attendees expressed an interest in Law Enforcement)
- Latino Network Community Meeting (Fruitvale District) (15-20 community organization representatives, all interested in passing on information regarding Law Enforcement)

COORDINATION

The Department works with the Human Resources Management to complete the necessary steps associated with completing an academy. The City Attorney's Office and the Budget Office were consulted in preparation of this report.

COST SUMMARY / IMPLICATIONS

There are no fiscal impacts associated with this informational report.

SUSTAINABLE OPPORTUNITIES

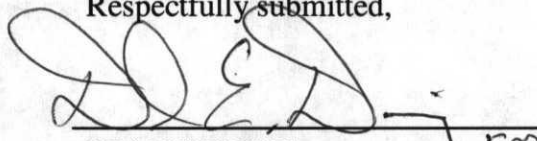
Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

Social Equity: Hiring more police officers will provide additional resources, thereby enhancing public safety efforts.

For questions concerning the contents of this report, please contact Eric Breshears, Deputy Chief of the Bureau of Services, at 510-238-7048.

Respectfully submitted,


SEAN WHENT
Chief of Police
Oakland Police Department

- Attachment A – Data Tables

Prepared by:
Eric Breshears
Deputy Chief of Police
Oakland Police Department

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Figure 2: Current Residency Sworn Members

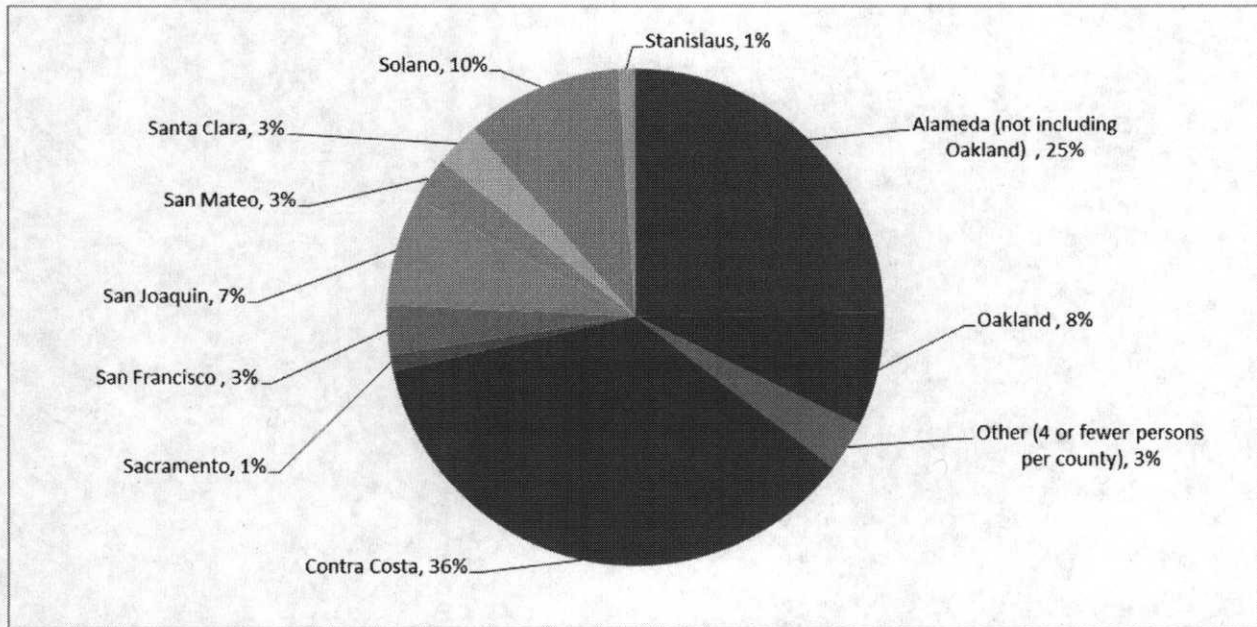


Figure 3: OPD Sworn Demographics

Race	US 2010 Consensus	OPD 2013	OPD 2014
White	34.5%	43.0%	42.0%
Black	28.0%	20.0%	18.8%
Asian	16.8%	20.9%	12.7%
Hispanic	25.4%	19.0%	21.2%
Other *	--	--	5.3%
Female	14.3%**	12.0%	12.0%
Male	85.7%**	88.0%	88.0%

* Other includes Undeclared and Unknown; Data as of 7/1/2014

** 2007 data U.S. Department of Justice. Office of Justice Programs
Bureau of Justice Statistics, Local Police Department, 2007

Table 1. Attrition of Oakland Residents in the Testing and Hiring Process.*

Police Hiring Steps – Oakland Residents	166th	167th	168th*	169th	ACSO**	170th	171th
Applications Received	282	186	415	271	--	316	
Invited to Physical Ability Test (PAT)	85	59	371	262	--	267	
Attended PAT	77	44	168	145	--	194	
Invited to Written	254	165	151	138	--	147	
Attended Written	155	112	133	123	--	113	
Invited to Oral Interview	72	42	79	76	--	86	
Attended Oral Interview	63	39	66	59	--	55	
Background & Character Review	48	19	40	35	--	43	
Invited to Academy	7	6	6	3	1	7	15
Academy Graduation	3	3	6	2	1	TBD	TBD

*Note: Starting with the 168th Academy, the physical ability test was done before the written test.

** Used Eligibility list from the 169th Academy candidate pool.

Table 2. Current Recruitment Strategies – Outreach/Media Activity.

Continue on-going relationships with Oakland/local pastors, clergy and Neighborhood Services Coordinators who have existing relationships with community members and events. Finalized schedule of monthly events starting in March 2014 with community events. Each event will be advertised on participating organization website and announced regularly at organization events.
Continue attending all city-wide recruiting events.
Continue on-going relationships with professional associations/organizations (PAOs) that provide services to non-English speaking community members, including Asian/Latino PAOs.
Continue hosting informational workshops at Oakland/local high schools.
Continue attending military job fairs and local ROTC programs.
Continue ensuring Oakland/local media (newspaper, internet, press organizations/associations) outreach and advertisement, including outreach to pre-selected language specification audiences by way of <i>El Mundo</i> , <i>Univision</i> , <i>Sing Tao</i> , Unity Council, etc.
Launched Advertising Campaign with Clear Channel (K101 & KMEL FM)
Established an OPD/Community member Recruitment committee to concentrate on increasing Oakland residents involvement and applications in the recruitment of police officers.
Created Recruiting & Background Unit social media account (Twitter) at https://twitter.com/OPDJobs with daily postings. There are currently 284 followers.
Established on-going relationships with athletic directors of Oakland/Local universities/colleges/high schools.
Establish on-going relationships with criminal justice and social science directors of Oakland/Local universities/college/high schools.
Continue attending career events/fairs with local faith-based communities to increase awareness and Oakland residents' participation.
Updated the recruitment website at opdjobs.com .
Continue to revamp the current recruitment and hiring process and continuously look for ways to make process improvements.
Currently working on revamping the oral board interview workshop.
Launch a targeted e-mail campaign to reach local residents. This will be scheduled after start of new fiscal year for future academies.
In March 2014 posted banner at Police Administrative Building – 455 7th Street with television coverage.
Job Announcement Advertising Stories aired on KTVU, ABC and KCBS
Monthly Job/Workshop Announcements Posted on Community Partners Websites
Create a welcoming display case highlighting academy recruitment at the Police Administration Building May 2014.
Added the City of Oakland Homebuyer Assistance webpage to oaklandpolice.com ; opdjobs.com ; and City of Oakland job seeker web page to provide information on the 1 st time homebuyer mortgage assistance program (MAP); Shared Appreciation Mortgage; CalHome Program and Other Homebuyer Resources to encourage candidates to buy/live in the City of Oakland. (http://www2.oaklandnet.com/Government/o/hcd/s/HousingResources/index.htm)
Direct mailing of OPD Recruitment Brochure to 77 universities in the United States.
Created the following Oakland Police Department Recruiting Social Media Accounts: POST.com; LinkedIn.com; Nextdoor.com; Instajob.com; Nixle.com; Facebook.com; Craigslist.com; Indeed.com
Distributed mass e-mail via Latino Network and Oakland Latino Community notifying the community of upcoming recruiting/hiring information.
Distributed mass e-mail to former Police Officer Trainee applicants that did not pass the testing process in the past notifying them of upcoming OPD workshops.

Table 3. Staff Funding, FY14 – 15.

Police Services Agency Staff Funding, FY14-15			
Funding for Sworn Positions	Sum of FTE	Funding for Civilian Positions	Sum of FTE
General Fund: General Purpose	606	General Fund: General Purpose	403.70
Alameda County Vehicle Abatement	1	Grant Funded	34.50
Measure Y	63		
Traffic Safety Fund	2		
COPS 2011	25		
COPS 2013	10		
Grand Total	707	Grand Total	438.20

Table 4. Budget Authorized Positions.

Position	Budget Authorized Position	Authorized	Filled	+/-
Sworn	Chief of Police	1	1	0
	Assistant Chief	1	1	0
	Deputy Chief	3	3	0
	Captain	10	10	0
	Lieutenant	27	25	-2
	Sergeants	124	125	1
	Police Officers	541	519	-22
	Total Sworn	707	684	-23
Non-Sworn	Full-time and Part-time positions	438.20	381.20	-57
	Total Personnel	1145.20	1065.20	-80

Table 5. Sworn Staffing by Fiscal Year with Actual and Projected Attrition.

OPD Sworn Staffing - Two Academies Per Year														
Updated 9/30/2014														
FY10-11	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	FY Totals	
Filled	775	689	684	681	674	670	658	653	662	657	647	641	(80)	Layoffs
Layoffs	(80)												(71)	Attrition
Attrition	(6)	(7)	(3)	(7)	(4)	(12)	(5)	(1)	(6)	(10)	(6)	(4)	13	Hires
Hires	0	2	0	0	0	0	0	10	1	0	0	0	(138)	Net Change
Ending Filled	689	684	681	674	670	658	653	662	657	647	641	637	(6)	Yrly Avg Attrition Rate
Authorized FTE	723	723	723	723	723	723	669	669	669	669	669	669		
Over/(Under)	(34)	(39)	(42)	(49)	(53)	(65)	(16)	(7)	(12)	(22)	(28)	(32)	663	Average Fill
FY11-12	Jul-11	Aug-11	Sep-11	Oct-11	Nov-11	Dec-11	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	FY Totals	
Filled	637	632	655	653	647	645	643	651	659	657	652	646	(45)	Attrition
Attrition	(6)	(2)	(4)	(6)	(3)	(4)	(3)	-	(5)	(5)	(6)	(1)	53	Hires
Hires	1	25	2	0	1	2	11	8	3	0	0	0	8	Net Change
Ending Filled	632	655	653	647	645	643	651	659	657	652	646	645	(4)	Yrly Avg Attrition Rate
Authorized FTE	636	636	636	636	636	636	661	661	661	661	661	661		
Over/(Under)	(4)	19	17	11	9	7	(10)	(2)	(4)	(9)	(15)	(16)	649	Average Fill
FY 2012-13 Begin Two Academies														
FY12-13	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13	FY Totals	
Filled	645	643	636	631	628	627	620	613	611	648	641	633	(58)	Attrition
Attrition	(3)	(9)	(5)	(3)	(3)	(7)	(7)	(2)	(2)	(7)	(8)	(2)	44	Hires
Hires	1	2	0	0	2	0	0	0	39	0	0	0	(14)	Net Change
Ending Filled	643	636	631	628	627	620	613	611	648	641	633	631	(5)	Yrly Avg Attrition Rate
Authorized FTE	613	613	613	613	613	613	633	633	633	633	633	633		
Over/(Under)	30	23	18	15	14	7	(20)	(22)	15	8	0	(2)	630	Average Fill
166th Academy 167th Academy														
FY 2013-14 - Two Academies Budgeted (168th and 169th Academy included in baseline budget)														
FY13-14	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	FY Totals	
Filled	631	624	615	643	639	634	626	624	615	612	654	649	(71)	Attrition
Attrition	(7)	(9)	(8)	(4)	(5)	(12)	(2)	(9)	(3)	(5)	(5)	(2)	87	Hires
Hires	0	0	36	0	0	4	0	0	0	47	0	0	16	Net Change
Ending Filled	624	615	643	639	634	626	624	615	612	654	649	647	(6)	Yrly Avg Attrition Rate
Authorized FTE	665	665	665	665	665	675	675	675	675	675	675	675		change attrition rate June2014
Over/(Under)	(41)	(50)	(22)	(26)	(31)	(49)	(51)	(60)	(63)	(21)	(26)	(28)	632	Average Fill
167th Academy 168th Academy (Sep 30 - Apr 4)														
169th Academy (Dec 30 - July 3rd)														
ACSO (Mar 17 - Sept 22														
170th Academy (Apr-Oct)														
FY 2014-15 - One Academy Budgeted (170th included in baseline budget)														
FY14-15	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	FY Totals	
Filled	647	677	667	684	718	712	706	700	694	688	722	716	(73)	Attrition
Attrition	(4)	(11)	(4)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	136	Hires
Hires	34	1	21	40	0	0	0	0	0	40	0	0	63	Net Change
Ending Filled	677	667	684	718	712	706	700	694	688	722	716	710	(6)	Yrly Avg Attrition Rate
Authorized FTE	707	707	707	707	707	707	707	707	707	707	707	707		
Over/(Under)	(30)	(40)	(23)	11	5	(1)	(7)	(13)	(19)	15	9	3		Average Fill
169th Academy														
ACSO (Mar 17 - Sept 22														
170th Academy (Apr-Oct)														
171st Academy (Sep 29 - Apr)														

Table 6. Sworn Attrition Data, 9/1/12 – 9/30/14 (25-month average is 5.28%).

Reason	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Total
Disability Retirement	4	1		3	2	1	1	3	4	2	2	5	5		4	6	1	2	2	2		1	1	1	0	53
Resignation			1		3							1					1	2					1	3	0	12
Resignation - Other Agency	1	2	1					5			5		1		1	2				1	3			6	2	30
Service Retirement			2	2	2	1	1					2	1	2		3			1	1	2	1	2	1		24
Termination									1			1				1		4	1						2	10
Deceased									1		1		1													3
Grand Total	5	3	4	5	7	2	2	8	6	2	8	9	8	2	5	12	2	8	4	4	5	2	4	11	4	132

Table 6a. Sworn Attrition Analysis January – September 2014

An analysis to identify deviations/shortfalls between projected and actual staffing levels for sworn staffing from January – September 2014.

- During the period of January – September 2014, OPD was below the projected average monthly attrition (projection 6 per month (48) and actual (40) over an 8 month period).
- Attrition rate changed to 6 monthly starting June 2014
- As projected OPD is on target to meet and exceed staffing levels in October 2014 with the current planned academies.

Separation Date	Age at Separation	Separation Reason	Job Class Title
1/13/2014	27.5	Resignation	Police Officer (PERS)
1/22/2014	52.6	Disability retired, on-duty	Police Officer (PERS)
2/2/2014	31.9	Resignation	Police Officer (PERS)
2/7/2014	33.7	Resignation	Police Officer (PERS)
2/20/2014	42.3	Disability retired, on-duty	Police Officer (PERS)
2/20/2014	41.8	Disability retired, on-duty	Police Officer (PERS)
2/24/2014	32.7	Discharged on Probation	Police Officer (PERS)
2/24/2014	27.5	Discharged on Probation	Police Officer (PERS)
2/24/2014	25.7	Discharged on Probation	Police Officer (PERS)
2/25/2014	24.8	Discharged on Probation	Police Officer (PERS)
3/1/2014	54.1	Service Retirement	Police Officer (PERS)
3/20/2014	41.4	Termination	Sergeant of Police (PERS)
3/21/2014	37.9	Disability retired, on-duty	Sergeant of Police (PERS)
3/21/2014	49.4	Disability retired, on-duty	Police Officer (PERS)
4/5/2014	43.8	Resignation	Police Officer (PERS)
4/18/2014	50.7	Disability retired, on-duty	Police Officer (PERS)
4/18/2014	40.6	Disability retired, on-duty	Sergeant of Police (PERS)
4/19/2014	51.2	Service Retirement	Lieutenant of Police (PERS)
5/9/2014	50.0	Service Retirement	Police Officer (PERS)
5/9/2014	58.7	Service Retirement	Police Officer (PERS)
5/16/2014	38.0	Resignation	Police Officer (PERS)
5/16/2014	29.1	Resignation	Police Officer (PERS)
5/19/2014	29.1	Resignation	Police Officer (PERS)
6/15/2014	53.6	Service Retirement	Police Officer (PERS)
6/20/2014	40.0	Disability retired, on-duty	Police Officer (PERS)
7/19/2014	50.3	Service Retirement	Sergeant of Police (PERS)
7/19/2014	54.6	Disability retired, on-duty	Police Officer (PERS)
7/24/2014	48.1	Resignation	Police Officer (PERS)
7/26/2014	51.0	Service Retirement	Police Officer (PERS)
8/1/2014	32.5	Resignation	Police Officer (PERS)
8/2/2014	36.3	Resignation	Police Officer (PERS)
8/2/2014	43.5	Resignation	Sergeant of Police (PERS)
8/2/2014	30.1	Resignation	Police Officer (PERS)
8/2/2014	39.3	Resignation	Police Officer (PERS)
8/5/2014	33.2	Resignation	Police Officer (PERS)
8/9/2014	37.6	Resignation	Police Officer (PERS)
8/12/2014	40.5	Resignation	Police Officer (PERS)
8/22/2014	50.1	Service Retirement	Sergeant of Police (PERS)
8/22/2014	43.3	Disability retired, on-duty	Police Officer (PERS)
8/24/2014	24.4	Resignation	Police Officer (PERS)
9/4/2014	31.1	Discharged on Probation	Police Officer (PERS)
9/4/2014	36.8	Discharged on Probation	Police Officer (PERS)
9/21/2014	29.4	Resignation	Police Officer (PERS)
9/29/2014	49.4	Resignation	Lieutenant of Police (PERS)

Reason	Average Age	Quantity
Disability	45.3	10
Probation Release	29.8	6
Resignation	35.7	18
Service Retirement	52.4	8
Termination	41.1	1

Table 7. Demographic Information on Academies.

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language	Ending Number
166th Academy	17 Sep 12	57	15 Females 42 Males	7	8 Cantonese/Mandarin 4 Spanish	39
167th Academy	25 Mar 13	51	7 Females 44 Males	6	5 Cantonese/Mandarin 12 Spanish	36
168th Academy	30 Sep 13	57	8 Females 49 Males	6	0 Cantonese/Mandarin 19 Spanish	47
Lateral Academy	9Dec13	4	4 Males	0	0 Cantonese/Mandarin 1 Spanish	4
169 th Academy	30 Dec 13	55	8 Females 47 Males	2	0 Cantonese/Mandarin 13 Spanish	34
ACSO	17 Mar 14	24	3 Females 21 Males	1	3 Cantonese/Mandarin 3 Spanish	13
170 th Academy	28 Apr 14	57	9 Females 48 Males	9	5 Cantonese/Mandarin 10 Spanish	Pending
Lateral Academy	22 Sept 14	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	Pending
171 st Academy	29 Sept 14	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	Pending

Table 8(a). OPD Recruitment Data, 166th – 171st Academies.

Police Hiring Steps – 166th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	2/8/2012- 3/5/2012	2301	100%	-0%	282	12%	0%
Invited to Written	3/9/2012	2165	94%	-6%	254	11%	-10%
Attended Written	3/21/2012	1098	48%	-52%	155	7%	-45%
Invited to PAT *	4/2/2012	752	33%	-67%	85	4%	-70%
Attended PAT *	4/10/2012	667	29%	-71%	77	3%	-73%
Invited to Oral Interview	4/13/2012	643	28%	-72%	72	3%	-74%
Attended Oral Interview	4/23-4/26/12	578	25%	-75%	63	3%	-78%
Referred to OPD on eligibility list	5/18/2012	409	18%	-82%	48	2%	-83%
Invited to Academy	9/17/2012	55	2%	-98%	7	0.30%	-98%
Academy Graduation	3/20/2013	39	2%	-98%	3	0.15%	-99%

Police Hiring Steps – 167th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	5/29/2012- 6/11/2012	1805	100%	-0%	186	10%	0%
Invited to Written	6/14/2012	1636	91%	-9%	165	9%	-11%
Attended Written	6/30/2012- 7/3/2012	1011	56%	-44%	112	6%	-40%
Invited to PAT *	7/17/2012	710	39%	-61%	59	3%	-68%
Attended PAT *	7/27-28/2012	516	29%	-71%	44	3%	-76%
Invited to Oral Interview	8/6/2012	494	27%	-73%	42	2%	-77%
Attended Oral Interview	8/20-22/2012	414	23%	-77%	39	2%	-79%
Referred to OPD on eligibility list	9/17/2012	231	13%	-87%	19	1%	-90%
Invited to Academy	3/25/2013	51	3%	-97%	6	0.36%	-97%
Academy Graduation	9/20/2013	36	2%	-98%	3	0.16%	-98%

* PAT – Physical Ability Test

Table 8(a). OPD Recruitment Data (continued)

Police Hiring Steps – 168th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	6/25/2012- 11/16/2012 & 2/4-15/2013	3824	100%	-0%	415	11%	0%
Invited to PAT *	12/21/2012 & 2/25/2013	3760	98%	-2%	371	10%	-11%
Attended PAT *	1/3-5/2013 & 3/2/2013	1347	35%	-65%	168	4%	-60%
Invited to Written	1/11/2013 & 3/22/2013	1275	33%	-67%	151	4%	-64%
Attended Written	1/19/2013 & 3/25/2013	1043	27%	-73%	133	4%	-68%
Invited to Oral Interview	2/6/2013 & 4/23/2013	830	22%	-78%	79	2%	-81%
Attended Oral Interview	2/19-21/2013 & 5/6-7/2013	681	18%	-82%	66	2%	-84%
Referred to OPD on eligibility list	3/29/2013 & 6/17/2013	450	12%	-88%	40	1%	-90%
Invited to Academy	9/30/2013	57	1%	-99%	6	0.11%	-99%
Academy Graduation	4/4/2014	47	1%	-99%	6	0.11%	-99%

Police Hiring Steps – 169th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	4/2-19/2013 & 6/3-28/2013	2477	100%	-0%	271	11%	0%
Invited to PAT *	4/25/2013 & 6/29/2013	2413	97%	-3%	262	11%	-3%
Attended PAT *	5/4/2013 & 7/13/2013	1177	48%	-52%	145	6%	-46%
Invited to Written	5/30/2013 & 7/26/2013	1131	46%	-54%	138	6%	-49%
Attended Written	6/10/2013 & 8/5/2013	982	40%	-60%	123	5%	-55%
Invited to Oral Interview	6/28/2013 & 8/30/2013	736	30%	-70%	76	3%	-72%
Attended Oral Interview	7/15-49/2013 & 9/12-13/2013	572	23%	-77%	59	2%	-78%
Referred to OPD on eligibility list	8/14/2013 & 9/25/2013	382	15%	-85%	35	1%	-87%
Invited to Academy	12/30/2013	56	2%	-98%	3	0.19%	-99%
Academy Graduation	7/3/2014	34	1%	-99%	2	0.17%	-99%

* PAT – Physical Ability Test

Table 8(a). OPD Recruitment Data (continued)

Police Hiring Steps – 170th Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	9/19-10/11/2013 & 12/17/2013- 1/3/2014	2101	100%	-0%	224	11%	0%
Invited to PAT *	10/19/2013 & 1/1/2014	2036	97%	-3%	184	82%	18%
Attended PAT *	10/19/2014 & 1/11/2014	941	45%	-55%	111	50%	-50%
Invited to Written	11/6/2013 & 1/23/2014	899	43%	-57%	105	47%	-53%
Attended Written	11/6/2013 & 1/23/2014	796	38%	-62%	139	62%	38%
Invited to Oral Interview	12/9-12/10/2013 & 2/10-11/2014	579	28%	-72%	86	38%	-62%
Attended Oral Interview	12/9-12/10/2013 & 2/10-11/2014	506	24%	-76%	55	25%	-75%
Referred to OPD on eligibility list	1/10/2014 & 2/28/2014	348	17%	-83%	43	19%	-81%
Invited to Academy	4/28/2014	57	%	-98%	9	0.19%	-99%
Academy Graduation	10/31/2014	TBD	TBD	TBD	TBD	TBD	TBD

Police Hiring Steps – 171st Academy	Testing/Time Frame	Total	% of Total	% Not Advanced	# of Oakland Residents	% of General Total Oakland Residents	% of Oakland Residents Not Advanced
Applications Received	1/15-29/2014 2/19-3/4/2014 3/12-28/2014						
Invited to PAT *							
Attended PAT *	2/8/2014 4/12/2014 6/14/2014						
Invited to Written							
Attended Written	2/27/2014 3/24-25/2014 5/6-7/2014						
Invited to Oral Interview							
Attended Oral Interview	3/31-4/1/2014 4/28/2014&5/22/2014, 6/16/2014& 6/23/2014						
Referred to OPD on eligibility list	4/17/2014 6/25/2014 7/25/2014	369			44		
Invited to Academy	9/29/2014	60			15		
Academy Graduation	4/3/2015	TBD	TBD	TBD	TBD	TBD	TBD

* PAT – Physical Ability Test

Table 8(b). OPD Recruitment Data, Lateral Transitional Courses.

Police Hiring Steps – Lateral Course	Testing/Time Frame	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	9/16/13-10/12/13	81	2	100%	-63%
Invited to PAT *	10/19/13	30	2	37%	0%
Invited to Oral Interview	10/19/13	30	2	37%	10%
Referred to OPD on eligibility list	10/22/13	27	2	33%	85%
Invited to Course	12/9/13	4	0	5%	0%
Course Graduation	1/31/2014	4	0	0%	0%
Police Hiring Steps – Lateral Course	Testing/Time Frame	Total	# of Oakland Residents	% of Total	% Not Advanced
Applications Received	10/21/13-11/06/13	69	9	100%	-63%
Invited to PAT *	11/16/13 b& 12/7/13	33	2	48%%	52%
Invited to Oral Interview	12/10/13	17	2	52%	48%
Referred to OPD on eligibility list	12/23/13	37	2	65%	35%
Invited to Course	9/22/2014	7	3	TBD	TBD
Course Graduation	TBD	TBD	TBD	TBD	TBD

* PAT – Physical Ability Test

Table 9. Patrol Data

	Area 1	Area 2	Area 3	Area 4	Area 5
Number of officers assigned to patrol 238	1st Watch 17 2nd Watch 17 3rd Watch 15 Total 49	1st Watch 15 2nd Watch 15 3rd Watch 15 Total 45	1st Watch 17 2nd Watch 17 3rd Watch 15 Total 49	1st Watch 16 2nd Watch 17 3rd Watch 15 Total 48	1st Watch 15 2nd Watch 17 3rd Watch 15 Total 47
Number of officers assigned to evening shifts	32	30	32	32	32

Note: Open beats are covered on overtime.

Table 10. Field Training Data

In Field Training (FTO)	Entered FTO	Completed FTO
169th Academy	34	Pending

Table 11. Civilian Vacancies in OPD (Approximately 57 as of 30 September 2014)

Job Classification	Requisition Submitted	Requisition Approved	Vacancies	Authorized	Status
Account Clerk I	4/28/2014	5/6/2014	1	1	Pending background with clearance by 10/15/144
Account Clerk II - <i>new vacancy as of July 2014</i>	6/23/2014	6/27/2014	1	4	Pending background with clearance by 10/15/14
Animal Control Officer	2/4/2014	7/28/2014	5	11	Pending 5 background with clearance by 10/10/14
Criminalist II - Firearm	9/13/2014	10/14/2014	2	17	Hiring manager screening applications
Criminalist III – General Biology	9/13/2014	10/14/2014	2	5	Eligibility list referred on 17 Sept 14 to hiring manager for interviews
Director of Animal Services	5/5/2014	5/8/2014	1	1	Pending background - anticipate hiring of candidate by 11/3/14
Grant Coordinator	11/18/2013	3/11/2014	1	1	Pending background with clearance by 10/20/14
Intake Technician	3/6/2014	3/14/2014	1	5	Candidate declined offer and pending additional names from Spanish list
Latent Print Examiner II	11/12/2013	11/19/2013	1	5	New recruitment, posting closed 26 Sept 14 and pending assessment exam
Management Assistant – Planning & Research	4/28/2014	6/4/2014	1	1	Reinstated candidate, pending background by mid -November 2014
Neighborhood Services Coordinator	8/9/2013	8/26/2013	1	10	Pending hiring manager interview results
Police Cadet	8/6/2013	8/15/2013	2.5	9	Pending background clearance by 10/17/14
Police Dispatchers / Operators	7/3/2013	7/12/2013	12	74	Pending background for 13 due is 10/16/14
Police Evidence Technicians	9/30/2013	10/18/2013	1	18	Pending background with clearance by 10/15/2014
Police Records Specialist (PRS)	1/9/2014	1/22/2014	7	55	Pending 5 backgrounds due clearance of 10/15/2014 and requesting additional names
Police Services Technician II – <i>* 9 new vacancies from promotion in Sept 2014</i>	2/15/2014	2/15/2014	14	61	Pending backgrounds for 4 candidates due 10/13/14 and additional names for the new vacancies.
Vet Tech	8/25/2014	8/29/2014	1	2	Pending background due 10/31/14